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Separate paging is given to this part in order that it may be filed
as a separate compilation

PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, Dated 1st January, 2021.

MINIMUM WAGES ACT, 1948.

No. KHR/2020/01/LVD/10/2020/532316/M(2):- The following draft of a notification which is proposed to be issued under clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (XI of 1948) (hereinafter referred to as “the said Act”) to revise the minimum rates of wages payable to the employees employed in agriculture, is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft notification will be taken into consideration by the Government

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of Gujarat, on or after the expiry of two months from the date of its publication in the
Official Gazette;

Any Objections or suggestion which may be received by the Deputy Secretary,
Labour and Employment Department, Block No. 5, 6th floor, New Sachivalaya,
Gandhinagar, from any person in respect to the said draft on or before the expiry of
aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No. KHR/2020/01/LVD/10/2020/532316/M(2):- In exercise of the powers conferred
by clause (b) of sub-section (1) of section 3 read with clause (i) of sub-section (1) of
section 4 of the Minimum Wages Act, 1948 (XI of 1948) and in supersession of the
Government Notification, Labour and Employment Department No. KHR/2016/175/
LVD/10/2011/GOI.04/2019/M(2), dated the 19th September, 2016 and No. KHR/2019/05/
LVD/10/2013/137275/M(2), dated the 21st January 2019 the Government of Gujarat hereby
revises the minimum rates of wages in respect of employees employed in Agriculture
for the whole of the State of Gujarat so as to consist of ;

- (a) the basic rate of wages as set out in column 3 of the Schedule appended hereto
in respect of the basic rate payable by the day to the classes of the employees
mentioned against them in column 2 thereof for 8 hours of work per day; and
- (b) a special allowance, so long as this notification is in force, at the rate to be adjusted
by the competent authority, at the interval of every six months commencing from
the 1st October and the 1st April on the basis of the average cost of Living Index
Number for the preceding period for six months ending on the 30th September
and 31st March, respectively in such manner that :-
 - (i) for the rise of every five points over the cost of Living Index Number
5124 or over any such number which is greater than 5124 applicable to the
employees in the said scheduled employment, special allowance payable in
addition to the basic rate of wages shall be Rs. 0.20 paise per day or Rs.
05.20 per months ;
 - (ii) for the fall of every five points below any cost of Living Index Number
which is not less than 5124, the special allowance shall be reduced at the
rate of Rs. 0.20 paise per day or Rs. 05.20 per month :

Provided that the rates of special allowance shall be first adjusted at the interval
of the period of six months commencing from the date 1st October or as the case may

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be 1st April, the prospective month of that particular year.

SCHEDULE
Employment in Agriculture

Sr. No	Class of Employees	Rate Payable per day (Rs.)
1	2	3
1	Employees employed in agriculture	Rs. 268.00

Emplanation.-

The entire State shall be treated as one Zone.

- (1) In case of an employee employed on piece rate basic, the minimum rate of wages shall be so fixed that the minimum rate of wages plus special allowance payable to him for the number of hours of work which constitutes normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.
- (2) An employee employed on part-time basic shall be paid fifty percent of the minimum rate of wages and special allowance, if he works up to four hours and if he works for more than four hours, he shall be paid full minimum rate of wages plus special allowance.
- (3) An employee employed by contractor or other agencies shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.
- (4) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rate of wages plus special allowance.
- (5) Male and female employees shall be given equal wages for equal work.

By order and in the name of the Governor of Gujarat.

D. M. PATHAN,
Deputy Secretary to Government
